

Peter Sloly

“Others before self, compassion for all.”

Employment

2022 – Present Visiting Fellow, Change Maker-in-Residence - University of Toronto's Massey College, Canada
2019 – 2022 Chief of Police – Ottawa Police Service, Canada
2016 - 2019 Partner (National “Security & Justice” Leader) - Deloitte, Canada
2016 – Present Founder and President – Sloly Solutions Inc., Canada
2006 – 2008 Adjunct Professor - University of Guelph Humber, Canada
2001 – 2002 Command Staff Officer – United National Peacekeeping Mission, Kosovo
1988 - 2016 Police Officer (Police Constable to Deputy Chief) – Toronto Police Service, Canada
1987 - 1988 Administrator – CCH Canadian Limited, Canada
1983 -1987 Professional Soccer – Men's National Team, Toronto Blizzard and North York Rockets, Canada

Education

Masters in Business Administration - Schulich School of Business, York University, Canada
Bachelor of Arts, Sociology - McMaster University, Canada
Criminal Justice Education Certificate - University of Virginia, USA
Incident Command System (Level 100-400) – British Columbia Institute of Justice, Canada
Police Executive Leadership Program - Rotman School of Business, University of Toronto, Canada
FBI National Academy – Quantico, Virginia, USA
National Strategic Security Studies Program – Canadian Forces College, Canada
Adult Education Certification – St. Francis Xavier University, Canada

Boards, Associations, & Committees

Ont. Public Service's Inclusion & Diversity Advisory Committee	Wellesley Institute Board
CivicAction Board	Red Cross Canada Board
Major City Chiefs Association	YMCA of Greater Toronto Board
Ministry of Education Student Wellness Committee	Police Executive Research Forum
Ont. Mental Health & Addictions Leadership Advisory Council	CACP/CATTA E-Crimes Cyber Committee
Ontario Science Centre Board	West Park Hospital Foundation Board
BBPA National Scholarship Foundation Board	Covenant House Board
FBI National Academy Association	Kids Cops & Computers Board
Spirit of the People Board	Police Executive Research Foundation
Canadian Police College Advisory Board	Youth Challenge Fund Advisory Board
International Association of Chiefs of Police	Canadian Association of Chiefs of Police
Ontario Association of Chiefs of Police	International Center for Prevention of Crime
Toronto Police Service Military Veterans Association	Association of Black Law Enforcers
Crime Prevention Ottawa Board	United Way Eastern Ontario Board
Monfort Hospital Foundation – Orleans Health Hub	Canadian Police Knowledge Network Board
PSC National Committee, Preventing Radicalization to Violence	City of Toronto, City Safety Committee
UNMIK Inter-Ministerial National Drug Strategy	United Way Eastern Ontario, Champions Council

Work Experience – Position Summaries & Primary Outcomes

Founder and CEO of Sloly Solutions Inc. (2016 – Present): Provided customized consulting services to private sector businesses, public sector organizations and academic institutions to help clients to achieve differentiated outcomes that contribute to safer, more inclusive, and more just societies.

1. Provided strategic advisory services to multi-national and start-up companies that help improve their product/service offerings and their go to market strategies
2. Appeared in 2017 before the Standing Committee for Public Safety and National Security on the topic of the current state of cyber security provided recommendations for improving cyber security in Canada
3. Appointed in 2019 by (Ret.) Public Safety Minister, MP Ralph Goodale, as the Co-Chair of the “National Committee, Preventing Radicalization to Violence” to prevent and mitigate domestic terrorism
4. Invited in 2022 by the Standing Committee on Procedure and House Affairs to testify on study into the appropriateness of expanding the federal jurisdiction for the operational security of the Parliamentary Precinct
5. Testified in 2022 before the Special Joint “DEDC” Committee that is reviewing the “exercise of powers and the performance of duties and functions pursuant to a declaration of emergency”

University of Toronto’s Massey College, Visiting Fellow (2022 – present): Appointed as a Massey College Visiting Fellow, Change Agent in Residence. Visiting Fellows are selected by a committee of the Governing Board. They are prominent Canadians or internationals with relevant lived experience, academic standing and/or professional expertise.

1. Delivered keynote address on the past, present and future state of policing in Canada based on thirty-five years in policing, lived experiences and an overall body of work in the areas of policing, justice, and security
2. Selected by the Massey College Principal to be a member of her Anti-Racism Advisory Council to help advance diversity, equity, inclusion within the institution
3. Provided mentoring to Junior Fellows as part of Massey College’s mission to empower the next generation of thinkers and leverage the great intellectual wealth of Massey College in service to the public good

Ottawa Police Service (2019 – 2022): Sworn in as Chief of the Ottawa Police Service (OPS) and given a major culture/organization change mandate by the Ottawa Police Service Board. The OPS has a \$347 million budget, 1200 police officers, 2200 total employees and provided police services to the one million residents of the nation’s capital.

1. Led the OPS through the most challenging period in modern policing history managing a series of unprecedented external crises; the COVID pandemic, the Black Lives Matter/Defund Police movements arising from George Floyd’s murder, and the national security events surrounding the Freedom Convoy
2. Changed OPS culture by overhauling all HR systems, expanding member wellness programs, starting an Equity Diversity & Inclusion plan, completing a Workplace Sexual Violence & Harassment project, establishing a Conduct Risk Management committee, creating a Respect Values & Inclusion Directorate, and hiring the most diverse police recruit classes in OPS history
3. Implemented major trust building campaigns with BIPOC communities, led a major member engagement strategy to improve morale and to reduce member misconduct, and advised federal government’s Standing Committee on Public Safety & National Security on how to address systemic discrimination in policing
4. Improved public safety by launching the Hate Crime Unit, redesigning the Operational Command Center to provide 24-7/365 coordination of police resources/risk management, creating the Neighborhood Policing strategy, expanding the Neighborhood Resource Teams to cover the full geography of the City of Ottawa
5. Reorganized 75% of the OPS to align with the new provincial police legislation in the “Community Oriented Police Services” (COPS) Act, deployed 15% of police officers into crime prevention/community partnership roles, and aligned operations to support the city’s Community Safety & Wellbeing Plan
6. Advanced the Board’s strategic priorities by innovative partnerships and procurement strategies; internally with Rubin Tomlinson (re systemic misogyny) and DiversiPro (re systemic racism) as well as externally with Advanced Symbolics Inc. (re community engagement) and HelpSeeker (re Social Impact Audit)

Deloitte Canada (2016 - 2019): Hired as a Partner at Deloitte leading the Security & Justice practice in Canada. Deloitte is the largest consulting firm in the world. Deloitte Partners are selected by the Managing Board, have an equity stake in the firm and hold leadership positions primarily to manage client relationships, engagements, and accounts.

1. Built new business lines (Security & Justice, Security Convergence, and Deloitte Black) all of which achieved revenue increases every year for Deloitte from a variety of clients, including municipal police services, provincial justice ministries, national security agencies, Fortune 100 companies and high net worth individuals
2. Leveraged knowledge, experience, and network to provide trusted advice, impactful services, and thought leadership to private sector businesses, public sector organizations and justice institutions including a TEDx Toronto Talk and keynote speaker events as well as Maclean's Magazine and Globe and Mail editorials
3. Provided executive leadership in advancing Deloitte Canada's "Diversity, Equity and Inclusion" strategy (engaged in mentoring and keynote speeches to internal affinity groups) and its "Corporate Social Responsibility" strategy (helped establish Deloitte's Canada's CSR partnership with CivicAction)

Toronto Police Service (1988 - 2016): Appointed as a Constable for the Toronto Police Service (TPS). Worked in a wide variety of operational positions at every rank including Deputy Chief of Police in Canada's largest municipal police service serving 3.5 million people, with 5500 officers, 2200 civilian employees and a \$1 billion annual operating budget.

1. Led Community Safety Command responsible for community policing, anti-violence strategies and front-line core police operations while overseeing 20 business units with 4000 police officers, 200 civilian members and an annual operating budget of \$456 million
2. Implemented public safety strategies such as the "Summer Safety Plan", one of the most successful public safety operations in TPS history which reduced shooting homicides by 69%, all other homicides by 51%, sexual assaults by 13%, robberies by 17%, Break & Enters by 28%, auto thefts by 54% and thefts by 36% over a 6-month period
3. Acted as Incident Commander, District Operations Commander and/or Staff Superintendent overseeing a wide variety of major public order events: Toronto Tamil Demonstrations, Occupy Toronto, Toronto Floods along with planned events such as Pride Parade, Caribbean Carnival Festival, sporting events, political conventions, etc.
4. Established the "Incident Management/Incident Command System" as the new TPS command and control system, created the Incident Command Cadre, started the Emergency Preparedness Committee, and established the Emergency Preparedness Committee for the Ontario Association of Chiefs of Police
5. Led the TPS Police and Community Engagement Review (PACER) which resulted in list of 32 recommendations to address the issues police carding/street checks - report was recognized by independent third parties/academics as the best and most comprehensive police strategy to address racial profiling/carding
6. Instituted innovative operational and enterprise level strategies to improve problem solving partnerships and enhance multi-agency integrated service delivery; the TPS Mobile App, the TPS Operations Centre, the Neighborhood Policing strategy (including the FOCUS Hub pilot project), the TPS Social Media Strategy, the Divisional Policing Support Unit, and the Diversity Management Unit
7. Managed the Integrated Records & Information System which was a \$25 million capital IT project to put in place a new commercial off the shelf operating system and a new innovative electronic disclosure system – the project was successfully finished within scope, on time and under budget
8. Designed the TPS Recruiting, Hiring & Customer Relationship strategy establishing TPS as one of Canada's Top Diversity Employers – hired over 1000 officers in the next three years with 60% post-secondary education, 70% multi-lingual and 50% diversity (women, visible, minorities, indigenous, LGBTQ2S)

Adjunct Professor at University of Guelph Humber (2006-2008): Appointed as an Adjunct Professor for the University of Guelph Humber's justice program for students seeking a Bachelor of Applied Arts. The program is delivered by highly trained educators who currently work (or formerly worked) in the justice field.

1. Designed and delivered a hybrid on-line and in-class course on professional ethics that developed enhanced critical thinking using real world police and justice scenarios with guest speakers from public the judiciary, police agencies, mental health agencies, human rights and public advocacy groups.
2. Provided on-line and in person coaching and mentoring to students who ranged in professional experience from front line police constables to senior officers to police chiefs – many students went on to achieve promotions and other career successes within their organizations.
3. Encouraged students to become life-long learners and more compassionate justice system officials while helping them to meet grade levels commensurate with the university standards – most students achieved a Bachelor of Applied Arts and some then went on to achieve Masters level degrees.

United Nation's Peacekeeping Mission in Kosovo (2001-2002): The mandate for the United Nations Mission in Kosovo (UNMIK) was to "help the United Nations Security Council achieve an overall objective, namely, to ensure conditions for a peaceful and normal life for all inhabitants of Kosovo and advance regional stability in the Western Balkans.

1. Promoted to the rank of Command Staff Officer within the UNMIK Civilian Police Force and was responsible overseeing strategic planning. The UNMIK Civilian Police Force included police officers from 53 contributing countries responsible for policing in Kosovo as well as for training a new Kosovar police force
2. Appointed as the Contingent Commander for the 115 Canadian police officers in UNMIK Civilian Police Force – responsibilities included maintaining the health and safety of the contingent, coordinating mission tours by Canadian officials and providing intelligence briefings and mission updates to the Canadian government
3. Represented UNMIK in developing the following major plans; creation of European Union's "Police Code of Ethics", the Kosovo "National Security Transition Strategy" (to transfer security for Kosovo from the 45,000 KFOR military personnel to the UNMIK Civilian Police Force) and the "Inter-Ministerial National Drug Strategy"

Canadian Men's Soccer Team/Toronto Blizzard/North York Rockets (1983-1987): Since the 1980's, soccer is the largest and fastest participatory sport in Canada including professional soccer teams. The Canadian Soccer Association is affiliated with the Fédération International de Football Association (FIFA), the Confederation of North, Central American and Caribbean Association Football (CONCACAF) and the Canadian Olympic Committee (COC)

1. Selected by the Canadian Soccer Association to be a member of the Canadian Junior Men's National Team program in 1983. Participated in the 1985 World Under-19 Cup in the former Soviet Union.
2. Selected by the Canadian Soccer Association to the Canadian Men's National Soccer Team, participated in numerous international games and team tours
3. Drafted by the Toronto Blizzard of the North American Soccer League in 1984 and played with the team until 1987. Drafted by the North York Rockets in 1987 in the new Canadian Professional Soccer League

Awards & Medals

Officer of the Order of Merit "Police Forces" Medal	African Canadian "Achievement" Award
United Nations & Canadian "Peacekeeping" Medals	Harry Jerome "Professionalism" Award
Police "Exemplary Service" Medal	Bob Marley Day "Lifetime Achievement"
Ontario "Volunteer Sector Service" Medal	Soccer Hall of Fame "Brian Budd" Award
Queen's "Diamond Jubilee" Medal	Planet Africa "Diversity" Award
National Ethnic Press & Media Council "Human Rights" Award	Social Media in Law Enforcement "Top Cop" Award

Biography

Peter Sloly's has enjoyed three very successful careers which enabled him to travel to five continents and over fifty countries. Peter was born in Jamaica, immigrated to Canada and lives in Ottawa. Peter is a devoted husband and loving father of two children. He is an avid reader of historical fiction novels, volunteers on not-for-profit boards and participates in physical fitness/wellness programs. Peter's motto is, "Others before self and compassion for all".
